# TRANSPORTER

STATE OF NEW JERSEY
DEPARTMENT OF TRANSPORTATION

AUGUST 1971

The official State Highway Map, developed in the Division of Planning, is one of the most widely circulated publications of the Department. Margot Van Horn, Senior Draftsman with Data Resources adds road detail on a negative used in preparing the map. New edition to appear later this year.

## REORGANIZATION TO BENEFIT DEPARTMENT AND CITIZENS OF N.J.

A more efficient, more productive Department of Transportation is gradually emerging from the plan of reorganization announced by Commissioner Kohl on June 9.

At the same time, the restructuring of the Department as presented in the new organization chart has been undergoing the continuing process of change which Commissioner Kohl said would be necessary in this major development.

The objectives of the reorganization--to increase efficiency and make the Department more responsive to the desires of New Jersey's citizens --required two basic structural revisions:

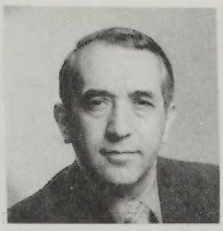
- Consolidation of supervisory responsibilities to streamline internal communications.
- Strengthening of internal management.

The first involved replacement of the four former operating and administrative areas of Highways, Public Transportation, Planning and Administration with four new areas developed on the basis of the managerial and operating functions which must be performed. These are Transportation Planning and Research, Engineering and Operations, Fiscal Management, and Employee and Management Services.

In the second structural revision, to accomplish stronger management, the Assistant Commissioner for Highways also is serving as Executive Director of the Department. This permits greater attention to be paid to the Department's day-to-day administrative requirements at the highest level of management while also allowing the Commissioner to devote more time to the consideration and development of Department policy.

Commissioner Kohl is supported in the new Department organization by a team which has proven itself capable of handling the challenging work ahead. Major assignments went to:

J. C. Kohl



F. C. DePhillips

N. Slater

Commissioner ***John C. Kohl*** who was appointed in January 1970 by Gov. Cahill, was formerly transportation consultant in Washington, D.C. From 1961 to 1966 he held administrative positions in Federal government.

***Fred C. DePhillips,*** Executive Director and Assistant Commissioner (Highways) was Bergen County Director of Public Works prior to his appointment as Assistant Commissioner of Highways in February 1971.

Assistant Commissioner of Public Transportation ***Nelson Slater*** has held the Assistant Commissioner position since 1970. Prior to this, he had been with Coverdale & Colpitts, consulting engineers, for 19 years.

J. Freidenrich

M. J. Smith

K. M. Rosser

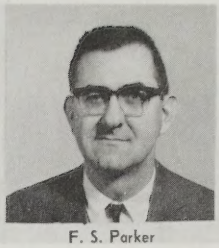
Starting as a junior engineer in 1949, ***Jack Freidenrich,*** Director of Engineering Operations (State Highway Engineer), has been closely involved with bridge design. He was the Assistant State Highway Engineer (Operations) prior to his present appointment..

Former executive secretary of the State Federation of Republican Women, Miss ***Marjorie J. Smith,*** Executive Assistant to the Commissioner, has served in executive positions in public agencies and in civic and political organizations.

***Keith M. Rosser,*** Director of Transportation, Planing and Research, joined the Department in 1947 as an assistant engineer assigned to the Soils Bureau. In 1966 he became Director of Planning.

**SCAN is coming.**

S. G. Link


F. S. Parker

J. V. Hyde Jr.

***Stephen G. Link,*** Director, Division of Aeronautics, became associated with the Department in January 1931. Later he was elevated to supervising engineer in Planing, a position he held prior to his present appointment.

A 25-year veteran with the Department, ***Frank S. Parker,*** Chief Engineer of Transportation, has been actively engaged in the Department's engineering activities during this time. Prior to his present appointment he was Director of Traffic Engineering.

Director of Right-of-Way ***James V. Hyde*** started in 1946 with the Division of Survey and Plans. Later he switched to Right-of-Way, advancing through various positions to Assistant Director in 1961 and Director in 1964.

G. P. Bridegum

J. C. Gibson

J. P. Sliwa

***G. Paul Bridegum,*** Director of Fiscal Management, became associated with the Department in 1965 as Assistant Comptroller. In 1966 he advanced to become Assistant Director of Accounting and Auditing, then Director.

***John C. Gibson,*** Chief Engineer, Construction and Maintenance, served as County Engineer in Cape May prior to his recent Transportation appointment. He also worked for five years in bridge construction and design for the City of Philadelphia.

***John P. Sliwa,*** Chief Engineer of Design, was Madison Borough Engineer, Morris County, prior to his appointment early this year as Assistant State Highway Engineer. As Borough Engineer he supervised planning, design and construction of public works.

## COMMISSIONER'S MESSAGE

"The Department of Transportation is changing and growing, both in concept and character. In 1966, New Jersey was the first State to create a Transportation Department in the realization that the objective of a balanced and coordinated transportation system can be reached only be bringing within one agency the responsibilities for public transportation and aeronautics as well as for highways.

"Now, half a decade later, we are moving further along the road toward that objective by eliminating the traditional divisions which have, in effect, perpetuated a Department basically oriented toward highway building, not transportation in its comprehensive sense.

"Our aim is to make the Department a truly functional organization--functional in terms of creating the structure and assigning responsibilities related to the overall objective of balanced and coordinated transportation rather than to a particular mode of transportation.

"This period of transition through reorganization is not an easy period. It has meant extensive individual adjustments and there may well be others as we learn by working within the new organization where further improvements can be made.

"It has been extremely gratifying to me to see the excellent cooperation of Department employees during this period, and I want to express my thanks and appreciation for that cooperation.

"I feel confident that as we approach our goal of building a Department that is more efficient and more responsive to the State's transportation needs, then we, as well as all the citizens of New Jersey, will reap the benefits of that achievement."

# Happy Notes

**Issac Dawes,** Senior Safety Inspector in the Bureau of Operations, and his wife, Margaret, recently spent two weeks vacationing in Hawaii.

Michael V. Goyden, son of **Michael E. Goyden,** Senior Title Examiner with the Title Bureau, has accepted an appointment to the Air Force Academy in Colorado.

**Anthony J. Ricci,** Radio Dispatcher for District 3, Freehold Office, was recently married to the former Rita M. Sepe of Weehawken Following a wedding reception, held at Royal Hawaiian Palms, Lyndhurst, the couple left for a motor trip through the Southern States.

**Joanne Walker** of Personnel became Mrs. John Goodballet Jr. during a wedding ceremony recently at the Ewing Presbyterian Church. The couple honeymooned in Wildwood.

A camping enthusiast, **Bill Lane,** Director, Industrial Engineering, had a shakedown cruise with his new 18-foot Starcraft Camper. He and his family spent a week camping at Chenango Valley State Park, New York.

Miss Diane Simmons of Hamilton Square and **Dennis Henry Cox,** Sr. Draftsman with Road Design were recently married in a double ring ceremony at St. Gregory The Great Roman Catholic Church, Hamilton Square. Following a reception at the Nottingham Ballroom, the couple left on a wedding trip to the Poconos.

The Church of the Incarnation, Ewing Township, was the setting recently for the marriage of Miss Mary Yatsko to **Richard F. Kirkham Jr.,** Right-of-Way negotiator. The couple honeymooned in New England and Nova Scotia.

***SCAN is coming to the State of New Jersey. Watch for it.***

## NEW EMPLOYEE PERFORMANCE EVALUATION AND IMPROVEMENT SYSTEM UNDER WAY

Training in the new Employee Performance Evaluation and Improvement System (EPEIS) is under way for all Department employees. The primary objective of EPEIS is to improve the setting and attainment of goals in State agencies through improved performance and participation of all employees.

Performance will be evaluated once each year instead of every six months and will coincide with an employee's anniversary date.

## KEGLERS TO START NEW SEASON

The sound of tenpins falling will be heard again beginning Sept. 7 in DOT's bowling league as the 1971-72 season gets under way at Colonial Lanes, Route 1, Lawrence Township. New officers are: President, John Smith; 1st Vice President, Walter Hutchinson; 2nd Vice President, Norman Dietch; 3rd Vice President, Ken Kyte, and Secretary-Treasurer, Jeanne Fell. Employees interested in joining the league should call Mrs. Fell in the Planning Division, 3160, or any league officer.

## SCHOOL'S OUT FOR THREE DOT EMPLOYEES

School is out for three Department employees who have completed training courses in auto mechanics and electrical mechanics. Joseph H. Miller, Jr. of Cherry Hill garage and Harold H. Green of Avenel garage received apprentice certificates after completing the two-year auto course, Miller at the Camden County Vocational School and Green at Middlesex County Vocational School. Donald J. Buchanan, electric mechanic assigned to the Cherry Hill District office, completed the two-year electrical apprentice course at the Camden Vocational School. Both courses were administered by the Personnel Division, Bureau of Recruitment and Training, in cooperation with N.J. Department of Education and the county vocational schools.

Office of Information Services
Department of Transportation
1035 Parkway Avenue
Trenton, New Jersey 08625

Bulk Rate
U.S. Postage
PAID
Trenton, N. J.
Permit No. 125

TO:

# Question Box

In each issue, the Transporter plans to spotlight one of the many questions frequently raised by employees concerning medical or retirement benefits, Civil Service procedures or matters affecting their employment. Questions should be submitted to the Personnel Division.

**Q. Why should you respond to each and every Civil Service notice of certification that you receive?**

A. It is the only way that you can be assured that your name will be retained on the list. Although you may not be interested in a particular position at a certain time, failure to respond to the Appointing Authority within five days from date of the Notice of Certification may result in your name being removed from the Civil Service list.

**A NEW LOOK...With this issue, the Transporter is presented in a new and different format in the hope that it will be more interesting and useful to all employees of of the Department. We welcome your suggestions and contributions.**